



Job Description

TPWD - Natural Resources Specialist I-II-III-IV (Fisheries Management Biologist) (00048469)

Organization: PARKS AND WILDLIFE DEPARTMENT

Primary Location Texas-Abilene

Work Locations:
5325 North 3rd
Abilene 79603

Other Locations:

Job Management

Employee Status Regular

Schedule Full-time

Standard Hours Per Week: 40.00

Travel Yes, 25 % of the Time

State Job Code: 2682 2683, 2684, 2685

Salary Admin Plan: B

Grade: 16 18,20,22

Salary (Pay Basis) 4,504.18 - 6,776.85 (Monthly)

Number of Openings 1

Overtime Status: Exempt

Posting Date Mar 13, 2025

Closing Date Apr 10, 2025

Description

TPWD MISSION

To manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing and outdoor recreation opportunities for the use and enjoyment of present and future generations.

PLEASE NOTE:

All applications must contain complete job histories, which includes job title, dates of employment (month/year) and hours worked per week, name of employer, supervisor's name and phone number and a description of duties performed.

Job history and volunteer experience should be listed in the work history section of the application to receive credit towards meeting the minimum requirements. Part-time experience credit is prorated based on the duration and hours worked per week. Please indicate hours worked for part-time/temporary/seasonal experience. If this information is not submitted, your application will be considered incomplete.

Applications with "See attached" or "See resume" will not be accepted in lieu of a completed application. Omission of data can be the basis for disqualification; you may state 'unknown' for any incomplete fields. If education is used to meet the minimum requirements of the job posting, a copy of a college transcript(s) issued from the registrar must be provided if you are selected for an interview.

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APPLICATIONS SUBMITTED THROUGH WORK IN TEXAS: Work In Texas (WIT) applicants must complete the supplemental questions to be considered for the posting. To complete the supplemental questions, go to CAPPS Recruit to register or login. CAPPS Recruit, <https://capps.taleo.net/careerssection/ex/jobsearch.ft?lang=en>

MILITARY OCCUPATIONAL SPECIALTY CODES:

Job Classification	Service	Military Specialty
Natural Resources Specialist I-V	Army	92W
Natural Resources Specialist I-V	Navy	AG, 180X, 680X
Natural Resources Specialist I-V	Coast Guard	MST, MSSR, OAR15
Natural Resources Specialist I-V	Marine Corps	6842, 6862, 6802, 8831
Natural Resources Specialist I-V	Air Force	1W0X1, 9S100, 15WX

*More information on military occupational specialty codes can be found below:

<https://www.onetonline.org/crosswalk/MOC/>

<https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MilitaryCrosswalkGuide.pdf>

MILITARY EMPLOYMENT PREFERENCE:

If you choose to claim military employment preference as outlined by the State of Texas, you must attach the **required documentation referenced below at the time your application is submitted**. If you have questions regarding this requirement, please visit our Military Employment Reference page at <https://tpwd.texas.gov/jobs/veterans/>.

Required forms that will need to be attached with application for Military Employment Preference:

1. **Veteran**- DD214 showing honorable discharge or Statement of Service (only for transitioning service members who have not reached their date of separation).
2. **Surviving spouse of a veteran who has not remarried**- Marriage Certificate and DD Form 1300 or appropriate documentation.
3. **Orphan of a veteran killed while on active duty**- Birth Certificate and DD Form 1300 or appropriate documentation.
4. **Spouse of a member of the US Armed Forces/Texas National Guard serving on Active Duty**- Marriage Certificate and copy of spouses active-duty military orders.
5. **Spouse of a veteran with disability and is the primary income for household**- Marriage Certificate, Veterans DD214, and VA Benefits Summary Letter showing disability rating.

Documentation must be attached to the application before military preference can be granted.

BENEFITS:

Texas Parks and Wildlife offers a variety of benefits for employees such as generous paid time off, group insurance, retirement and pension, and frequent training and staff development opportunities. Other benefits include longevity pay, merit pay, deferred compensation, flexible benefit plans, 401K/457 retirement plans, direct deposit, telework, staggered work hours, Employee Assistance Program and a Return to Work Program. For new employees or rehires, health insurance is available the 1st of the following month after a 60-day waiting period. [Click HERE to view our Benefits page.](#)

HIRING CONTACT: Michael D. Homer, (325) 692-0921

PHYSICAL WORK ADDRESS: Inland Fisheries District Office, 5325 N. 3rd Street, Abilene, TX 79603

GENERAL DESCRIPTION:

Under the direction of the District Supervisor, this position performs routine to advanced natural resources work including conducting surveys on freshwater impoundments and rivers; analyzing and interpreting survey data; implementing applied fisheries management activities; planning and conducting management related research; writing technical reports and scientific publications on significant results and findings; organizing and conducting public outreach programs; and working directly with controlling authorities and municipalities. Assists in directing a team of technicians, seasonal workers, interns and volunteers. Assists Project Leader in various administrative duties including purchasing, activity reporting and budget planning. Works under moderate to minimal supervision, with limited to considerable latitude for the use of initiative and independent judgment. Performs additional duties as assigned. Complies with all Agency, Division and Branch rules, regulations and procedures.

Qualifications

MINIMUM QUALIFICATIONS:

Education:

Graduation from an accredited college or university with a Bachelor of Science degree in Fisheries Science or related Biological Science with major coursework in Fish Culture and Fisheries Management.

Experience:

NRS I: None.

NRS II: Two years relevant experience;

NRS III: Six years relevant experience;

NRS IV: Ten years relevant experience.

Licensure:

Applicant must possess a valid State driver's license.

ACCEPTABLE SUBSTITUTIONS:

Experience:

NRS II-III-IV ONLY: Graduation from an accredited college or university with a Master's degree in Biology, Ecology, Wildlife, Fisheries Science, Natural Science or closely related field may substitute for one year of the required experience;

NRS II-III-IV ONLY: Graduation from an accredited college or university with a PhD in Biology, Ecology, Wildlife, Fisheries Science, Natural Science or closely related field may substitute for two years of the required experience.

PREFERRED QUALIFICATIONS:

Education:

Graduation from an accredited college or university with a Master's degree in Fisheries Science or Biological Science.

KNOWLEDGE, SKILLS AND ABILITIES:

NRS I:

Knowledge of the flora and fauna of Texas and their ecosystems;

Knowledge of applicable local, state, and federal ordinances and laws;

NRS II:

Knowledge of NRS I, PLUS:

Knowledge of riparian ecology and natural resource management;

NRS III:

Knowledge of NRS II, PLUS:

Knowledge of applicable laws, regulations, and policies dealing with conservation of fish and wildlife resources and their habitat;

Knowledge of threats to ecological integrity and appropriate management and policy approaches to address them;

NRS IV:

Knowledge of NRS III, PLUS:

Knowledge of current scientific trends and practices in relevant disciplines;

NRS I:

Skill in using MS Word, Excel and Outlook;

Skill in the using standard office equipment;

Skill in effective verbal and written communication;

Skill in the operation and maintenance of laboratory and environmental equipment;

NRS II:

Skills of NRS I, PLUS:

Skill in managing several projects simultaneously;

Skill in identifying, researching and compiling information;

NRS III:

Skills of NRS II, PLUS:

Skill in interpreting, analyzing and explaining technical documents;

Skill in planning and preparing project budgets;

Skill in developing goals and objectives;

NRS IV:

Skills of NRS III, PLUS:

Skill in effective interaction with staff at all levels of the department and other State agencies and organizations;

Skill in managing grants, contracts and writing requests for proposals;

NRS I:

Ability to work as a member of a team;

Ability to maintain flexibility and work with frequent interruptions and multiple changing priorities;

Ability to conduct inspections, surveys, investigative research, and studies;

Ability to analyze environmental and natural resource samples;

Ability to prepare reports;

Ability to provide expert testimony;

Ability to perform routine (journey-level) natural resources work;

Ability to work under moderate supervision, with limited latitude for the use of initiative and independent judgment;

Ability to perform manual labor, including lifting supplies and materials up to 50 lbs.;

Ability to conduct work activities in accordance with TPWD safety program;

NRS II:

Ability of NRS I, PLUS:

Ability to plan and perform fieldwork, including habitat assessments and measuring ecological outcomes;

Ability to provide guidance to others;

Ability to perform complex (journey-level) natural resources work;

Ability to work under general supervision, with moderate latitude for the use of initiative and independent judgment;

NRS III:

Ability of NRS I, PLUS:

Ability to work independently with little or no supervision;

Ability to supervise the work of others;

Ability to perform highly complex (senior-level) natural resources work;

Ability to work under limited supervision, with considerable latitude for the use of initiative and independent judgment;

NRS IV:

Ability of NRS III, PLUS:

Ability to initiate, build and develop public support and involvement for Texas Parks and Wildlife Department (TPWD) conservation programs;

Ability to perform advanced (senior-level) natural resources work;

Ability to work under minimal supervision, with considerable latitude for the use of initiative and independent judgment.

WORKING CONDITIONS:

Required to work hours other than 8:00 a.m. to 5:00 p.m., with days off other than Saturdays, Sundays and holidays;

Required to work overtime if necessary;

Required to travel 20% with possible overnight stays;

Required to perform work outdoors, occasionally in adverse weather conditions;

Required to perform manual labor including, lifting supplies and materials up to 50 lbs.;

May be required to operate a State vehicle;

Non-smoking environment in State buildings and vehicles.

TPWD IS AN EQUAL OPPORTUNITY EMPLOYER

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